

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

Meeting of the Commission  
January 25, 2012  
10:00 a.m.

James R. Thompson Center  
Murdock Room - IDHS  
Suite 5-300  
100 West Randolph Street  
Chicago, IL 60601

and

Lincoln Land Training Center  
130 W. Mason Street  
Room 104  
Springfield, Illinois

**MINUTES**

**PRESENT:**

**Commissioners**

In Chicago

Martin R. Castro, Chairman  
David Chang  
Robert A. Cantone  
Terry Cosgrove  
Marylee V. Freeman  
Nabi Fakroddin  
Spencer Leak, Sr.  
Munir Muhammad  
Rozanne Ronen  
David J. Walsh  
Patricia Bakalis Yadgir  
Diane M. Viverito (Via telephone)

In Springfield

Marti Baricevic

Absent

NONE

**Staff**

N. Keith Chambers  
Dr. Ewa I. Ewa  
Michael J. Evans  
Donyelle L. Gray  
Evelio Mora  
Christine Welninski

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LaNade Bridges

**Members of Public:** None

**NOTICE:**

Public meetings and closed meetings of the Illinois Human Rights Commission are audio recorded.

**I. Call to Order**

On January 25, 2012, at 10:05 a.m., Chairman Martin R. Castro called to order a meeting of the Illinois Human Rights Commission.

Pursuant to the Illinois Open Meetings Act, 5 ILCS 120/1 et seq., it was determined that:

- 1) A quorum of the public body was present at the meeting.
- 2) Prior to the meeting, Commissioner Viverito gave notice (and good cause as defined by the Illinois Open Meetings Act) to the Acting General Counsel and Secretary of the Public Body, Donyelle L. Gray, that she would be unable to be physically present at today's meeting.
- 3) Prior to the meeting Commissioner Viverito requested to participate via telephone. The Commission voted to allow Commissioner Viverito to participate in the meeting via telephone. Motion made by Commissioner Freeman and seconded by Commissioner Nabi. Motion carried 12-0.

**II. Consideration of Minutes**

December 14, 2011

The Commission voted to approve the minutes of the December 14, 2011, as amended. Item four, paragraph 2, line two: Replace FY2012 with FY2013. Motion to approve the minutes as amended made by Commissioner Muhammad, seconded by Commissioner Cantone. Motion carried 13-0.

**III. Chairman's Report**

*Martin R. Castro, Chairman*

Chairman Castro reported that the Commission's 2011 annual report has been reviewed and distributed to the Office of the Governor and General Assembly.

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Chairman Castro reported that he had a meeting with the Illinois Department of Human Rights (“DHR”) on the issue of a school anti-bullying amendment to the Illinois Human Rights Act (“Act”). The Chairman reported that the DHR was receptive to the amendment.

The Chairman further suggested that the Commission become a member of the Coalition to Prevent School Violence. The Chairman spoke with Gary Chico, Chairman of the Illinois State Board of Education on the issue of school anti-bullying, and he proposed a meeting with the superintendent.

The Chairman also spoke to the Governor’s Office and the Chairman reported that the Governor’s Office was also receptive to the anti-bullying amendment.

**IV. Staff Reports**

*A. N. Keith Chambers, Executive Director*

Mr. Chambers reported on the Commission’s bi-annual audit. Mr. Chambers reported that the Commission is in compliance.

Mr. Chambers reported that the FY 2013 budget process is continuing. The Commission has submitted a revised appropriation request to the Office of Management and Budget. The revised request reflects an increase of \$300,000. The increase is for pay increases for the Commission’s Administrative Law Judges.

Mr. Chambers reported on the Commission’s December 12, 2011, Legislative Panel meeting. The Panel met to discuss the issue of a school anti-bullying amendment to the Act. Mr. Chambers also reported that a meeting was held with DHR on January 20, 2012, to discuss possible collaboration on the issue.

Mr. Chambers reported that the Commission’s 2011 Annual Report has been distributed to the Governor’s Office and the General Assembly. Copies of the report were distributed to the Commission.

Mr. Chambers reported that he is working with CMS on the feasibility of obtaining link access to case materials for the Commissioners; that he is working on a general power point presentation highlighting the Illinois Human Rights Commission; and working on two possible outreach events in the near future. In addition, Mr. Chambers indicated he will capture all data regarding outreach activities engaged in by Commission staff and Commissioners.

*B. Dr. Ewa I. Ewa, Chief Fiscal Officer*

Dr. Ewa reported that the Commission is doing well budget wise.

Dr. Ewa reported that he will give more details of the FY 2013 budget process at the Commission’s February En Banc meeting.

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Dr. Ewa also reported on the \$100,000.00 fair housing fund. Dr. Ewa explained that the Office of Budget Management has informed the Commission that it should not use any of these funds.

*C. Michael J. Evans, Chief Administrative Law Judge*

Judge Evans submitted the Administrative Law Section's statistics for the month of December 2011.

Judge Evans also reported that he spoke before the Chicago Bar Association on Attorney's fees and that ALJ Borah will be on a panel before the National Employment Lawyers Association next month to discuss discrimination cases.

*D. Donyelle L. Gray, Acting General Counsel*

Ms. Gray announced a scheduling conflict with the Commission's March 28, 2012 *En Banc* meeting. The Chairman will not be available for this date and an alternate date of March 21, 2012, was proposed to the Commissioners. The alternate date will be discussed and voted on at the February *En Banc* meeting.

Ms. Gray also announced that due to the NATO conference that will be held in Chicago in May 2012 and the possible disruption the conference might cause downtown, Ms. Gray suggested the May *En Banc* meeting be moved from May 23, 2012, to May 30, 2012. This alternate date will also be discussed and voted on at the February *En Banc* meeting.

Ms. Gray reminded the Commissioners that Statements of Economic Interest ("SOEI") are due May 1, 2012. The SOEIs will be sent to the Commissioners directly from the Secretary of State's Office. Also, 2012 Annual Ethics Training materials for State Appointees have been distributed to the Commissioners by Ms. Gray either in hard paper form or electronically. Commissioners were advised to complete the training as soon as possible.

Ms. Gray reported that the Office of the General Counsel will conduct periodic Continuing Legal Education training during the *En Banc* meetings.

Ms. Gray reported that she and Assistant General Counsel Mora will be participating in the Midwest Public Interest Law Career Conference on February 4, 2012. The conference will be held at the Northwestern Law School. The General Counsel's office will be conducting interviews for the Coles Fellowship for Summer and Fall 2012.

Finally, Ms. Gray presented year-end numbers reflecting the General Counsel's non-Request for Review caseload, and current employment law updates.

**V. Continuing Legal Education**

*A. Assistant General Counsel Evelio Mora, Petitions for Rehearing En Banc*

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Assistant General Counsel Mora gave a brief overview of the Petitions for En Banc process and distributed materials to the Commissioners.

**VI. Executive Session**

Executive Session

Pursuant to 5 ILCS § 120/2(c)(1) and 5 ILCS § 120/2(c)(11) of the Open Meetings Act, the Commissioners voted to close a portion of the public meeting at 10:56 a.m. Motion made by Chairman Castro, seconded by Commissioner Cantone. Motion carried 13-0.

At 11:05 a.m., the open meeting resumed.

**VII. En Banc Minutes of February and May 2011—Executive Sessions**

The Panel voted to keep the closed portions of the en banc minutes of February 2011 and May 2011, closed. Motion made by Commissioner Leak, seconded by Commissioner Cantone. Motion carried 13-0.

**VIII. Adjournment**

The meeting was adjourned at 11:06 a.m. Motion made by Commissioner Nabi , seconded by Commissioner Freeman. Motion carried 13-0.

Respectfully submitted,

Donyelle L. Gray  
Acting General Counsel